

UKG



**UKG WORKFORCE  
ACTIVITY REPORT**

October 2022





# Slight Reduction in New Jobs Expected for October

Workforce activity declines accelerated slightly, but remain within expected range

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.2 million people, this index provides directional insight into the health of the frontline working economy.

See all historical weekly reports at [UKG.com/WorkforceActivityReport](https://UKG.com/WorkforceActivityReport).



Shift work decreased -0.9% in October 2022

# Executive Summary

October 2022



## Mid-month shift growth

-1.0%	May
0.8%	June
-0.6%	July
-0.8%	August
-0.3%	September
-0.9%	October



## Shift growth by company size

-1.2%	<100
-1.1%	101-500
0.4%	501-1,000
-2.2%	1,001-2,500
-5.5%	2,501-5,000
0.8%	>5,000



## Workforce Recovery Index

98.5	May
96.5	June
95.5	July
97.6	August
97.6	September
97.1	October



## Shift growth by industry

-1.0%	Retail, food service, & hospitality
-0.3%	Healthcare
-2.2%	Manufacturing
-1.8%	Services & distribution

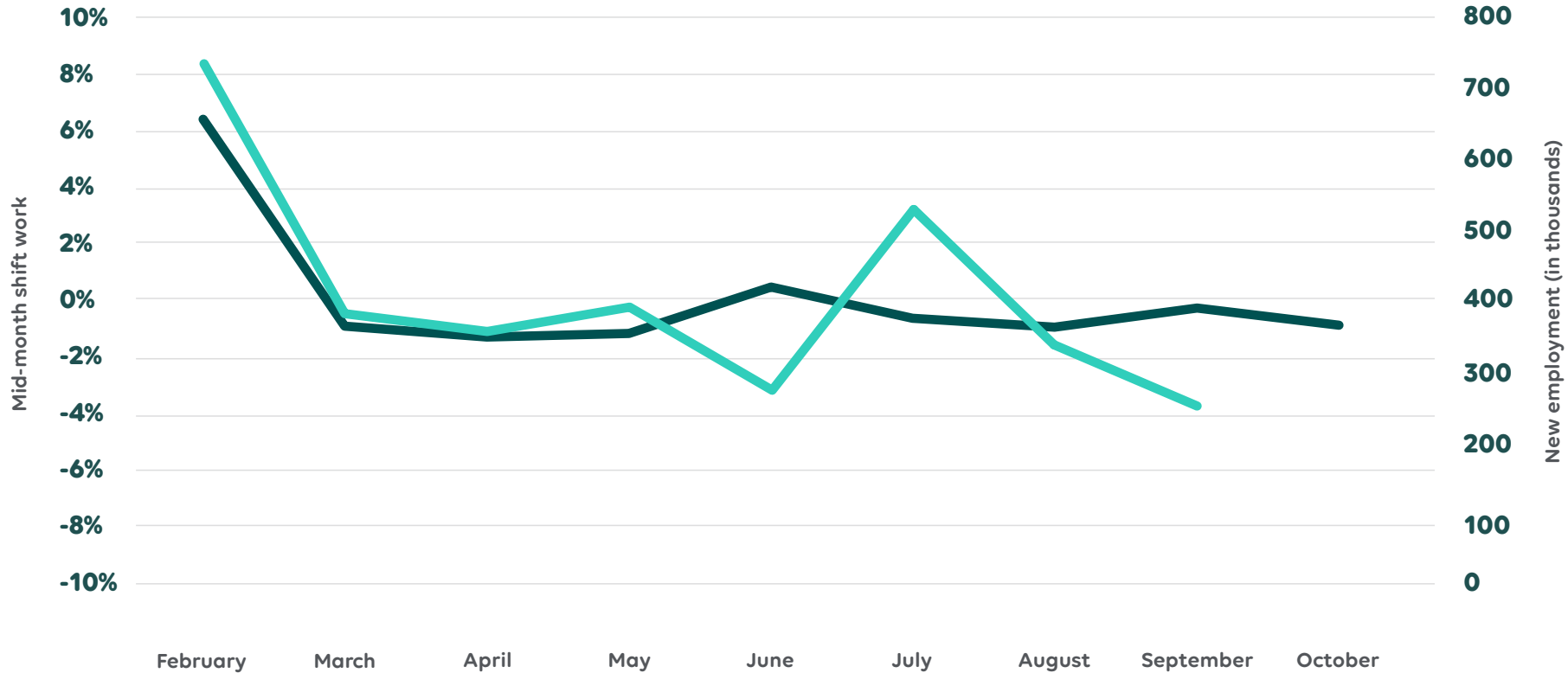


## Steady labor market cooling continues

We fully expect to see another slight reduction in new job creation this month. While declines in October workforce activity accelerated slightly to a greater rate than we've seen since early 2022, it's not yet showing a cause for alarm. The declines remain within historical and expected ranges.

**Dave Gilbertson**  
Vice President, UKG

## Workforce activity and job creation: Tracking shift levels during the mid-month week



- UKG Shifts Worked
- BLS New Employment (in thousands)



Workforce activity decreased -0.9% in October

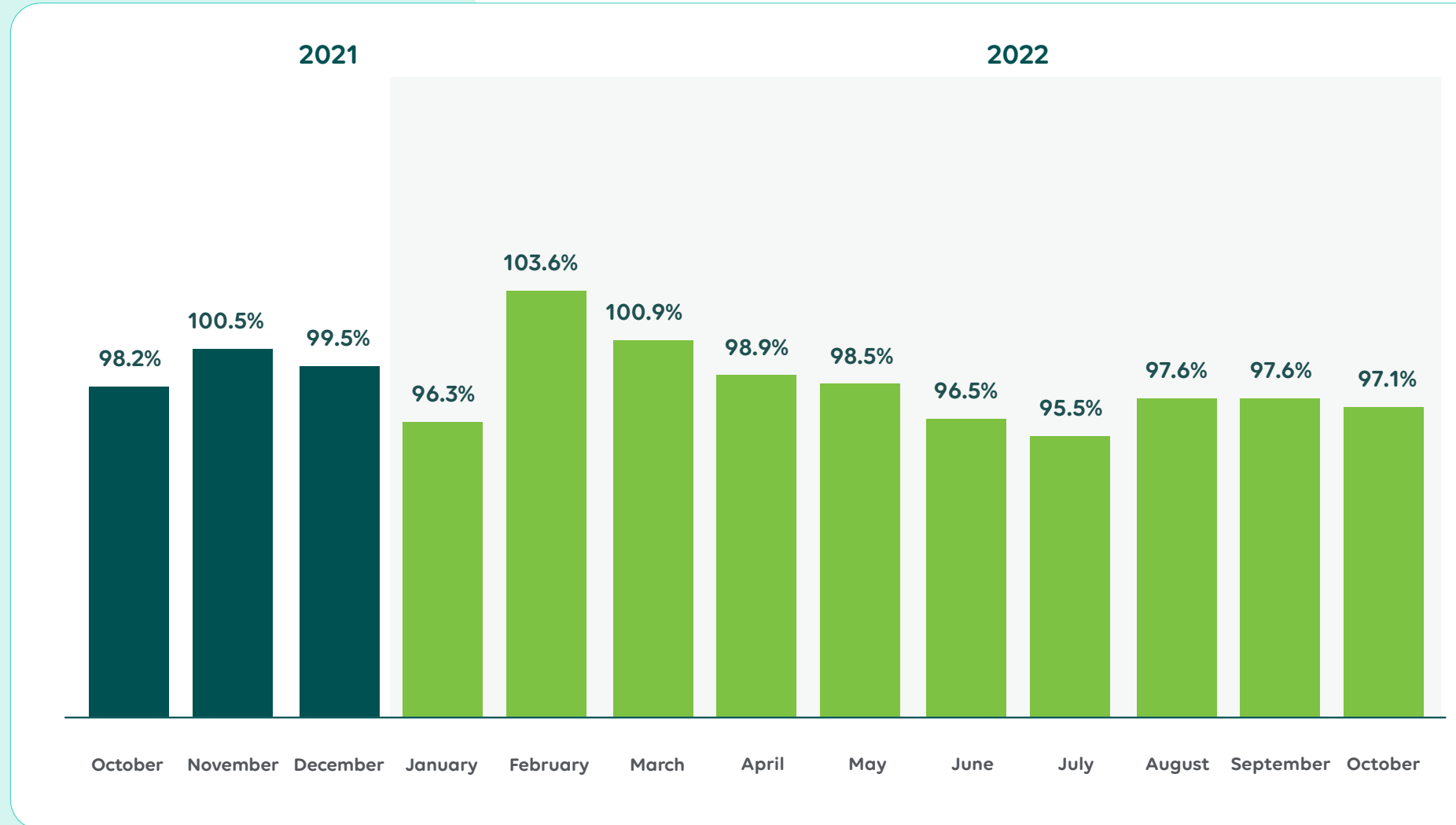
High-frequency UKG® shift data correlates each month with new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery. The UKG data often comes into even closer alignment following ensuing Department of Labor revisions.

The UKG Workforce Recovery Index for October is 97.1

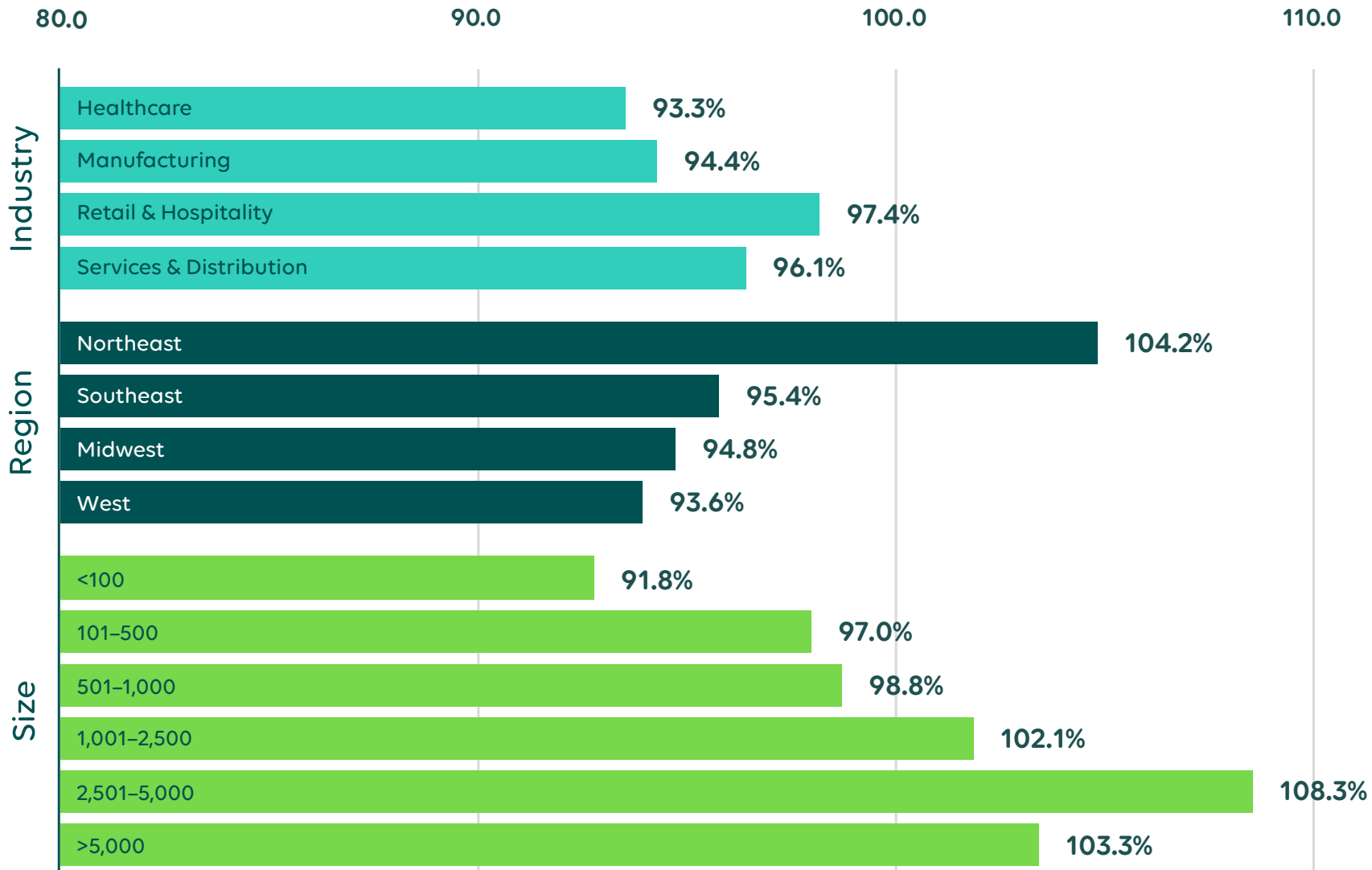


The UKG Workforce Recovery Index is a rolling 12-month scale that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

## UKG Workforce Recovery Index



# UKG Workforce Recovery Index



The Workforce Recovery Index dropped half a point to 97.1

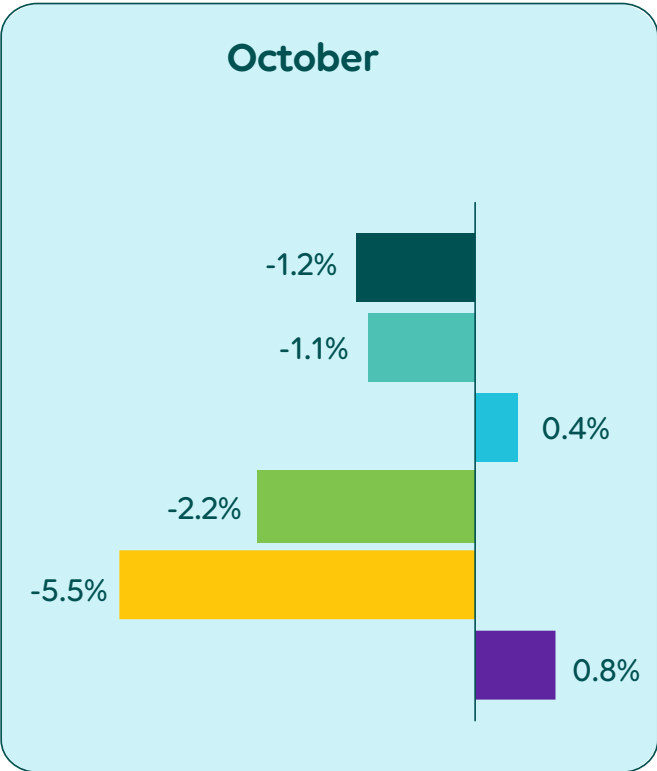
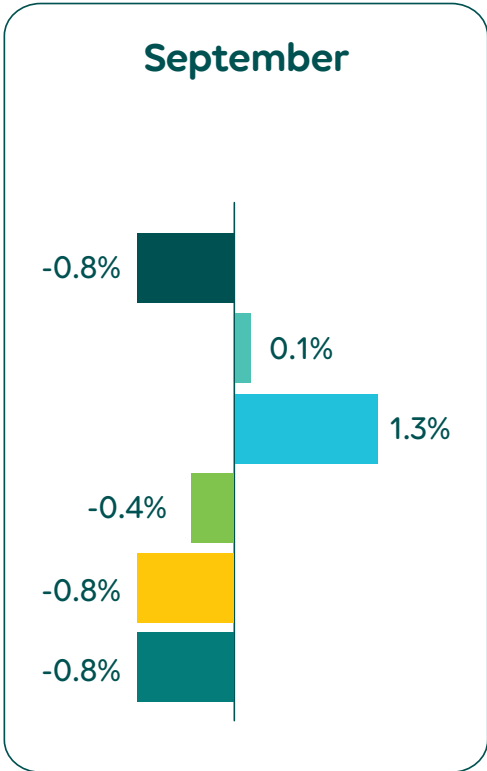
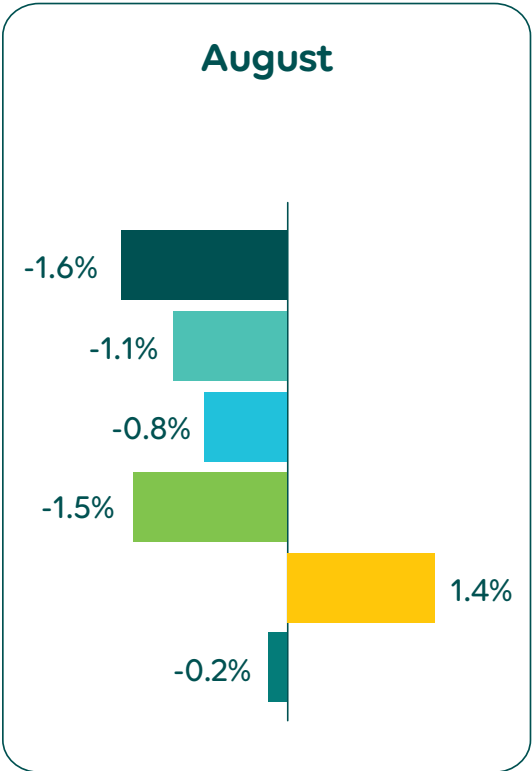
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

# Shift recovery: Company size

Most sectors reflect the slowing of the labor market



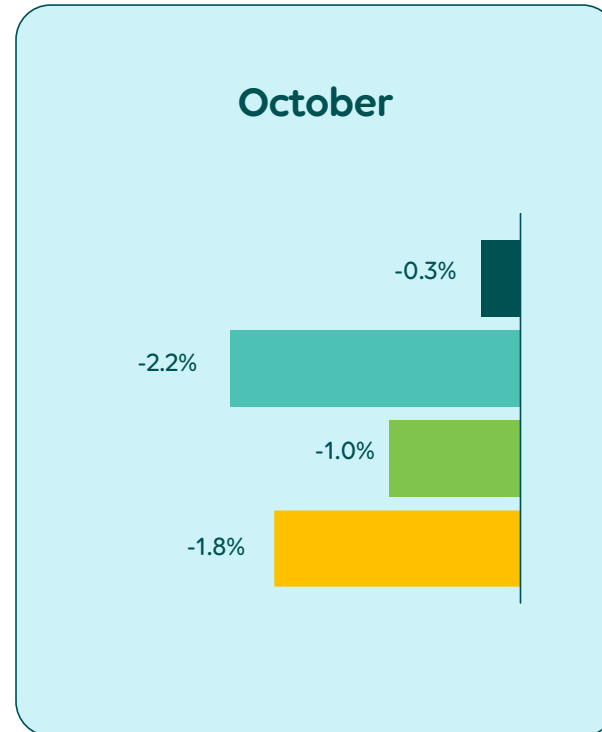
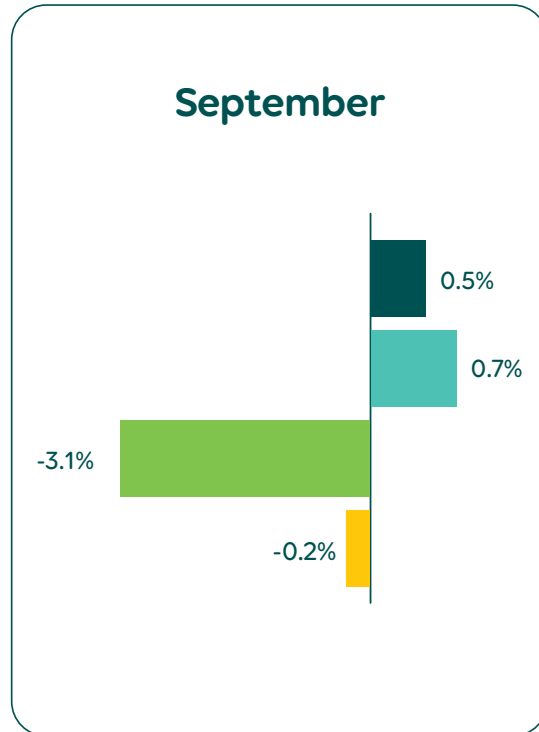
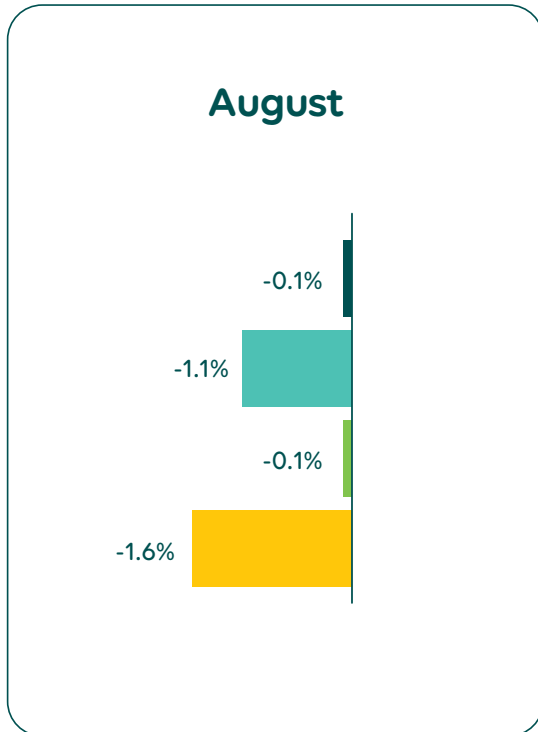
This data reflects month-over-month shift growth by company size as measured by time punches.



# Shift recovery: Industry



Retail's 4-month decline longest since COVID began

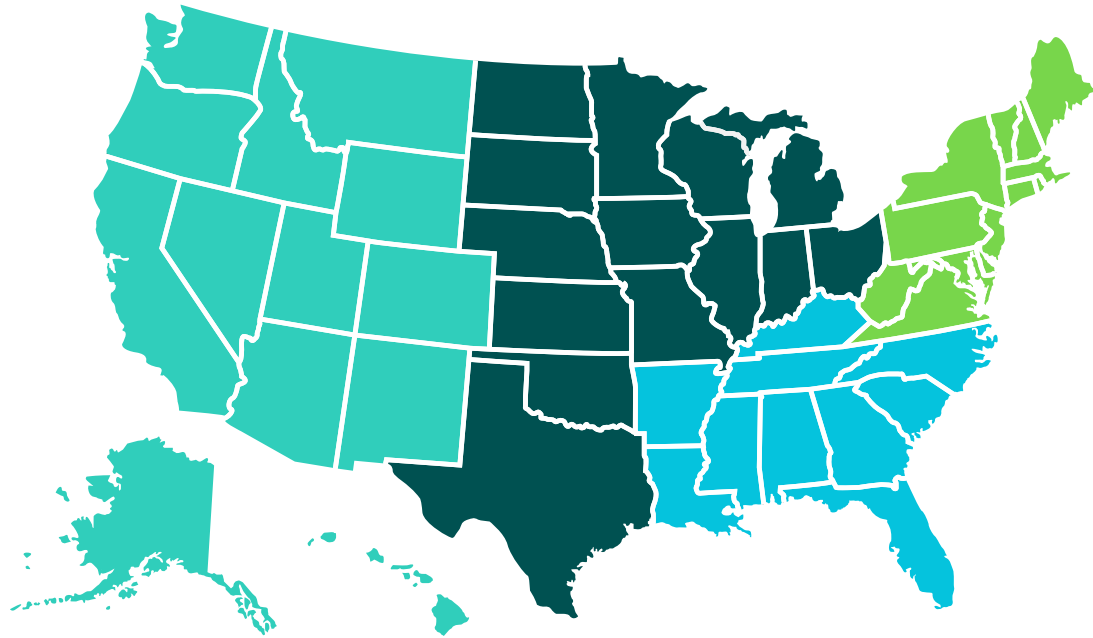


This data reflects month-over-month shift growth by industry as measured by time punches.



## Shift recovery: U.S. landscape

The following, including CDC statistics, provide a snapshot of the September mid-month week. This data reflects month-over-month shift growth by region and state as measured by time punches.



### ● Northeast

**August:** -0.1%

**September:** -1.1%

**October:** -2.1%

### ● Southeast

**August:** -2.0%

**September:** 0.4%

**October:** -1.0%

### ● Midwest

**August:** -1.8%

**September:** -0.1%

**October:** -2.4%

### ● West

**August:** -0.8%

**September:** -0.3%

**October:** -0.1%



**84.5%** of people 5+ with at least one vaccination (CDC)



**88.57%** of U.S. counties at low/medium risk of COVID based on hospitalization (CDC)



BQ.1 variant accounts for **9.4%** of COVID cases (CDC)

# Methodology

The Workforce Activity Report by UKG is an index that measures week-by-week metrics including employee shifts worked and pay statements from 4.2 million employees across more than 35,000 U.S. businesses.

“Shifts worked” is a total derived from aggregated employee time and attendance data and reflects the number of times that employees — especially those who are paid hourly or must be physically present at a workplace to perform their jobs — “clock in” and “clock out” via a time clock, mobile app, computer, or other device at the beginning and end of each shift.

Since April 2020, UKG public sector data has included public K-12 and higher education institutions, in addition to traditional public sector government organizations. As is customary during the June-September timeframe, UKG will not report on public sector data until schools return in the fall.



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